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## Supervisors on stage for OI action



First Line Supervisors are exercising the skills learned. Left: Francisco Britten and Hendrik Croes. Right: Felipe Tromp and Sam Hodge.

As long as 40 years ago, Lago Supervisors were already provided with training in how to do a better job. Although that training served its purpose at the time, new methods for training have been developed over time. And the philosophy, content and purpose of training have undergone significant changes.

The "First Line Organization Improvement Training", of which Phase I was initiated in the beginning of November, is a modern, widely researched and accepted method of training. It is part of a broader concept encompassing an overall organization improvement process. As such, the present training not only affects the participating First Line Supervisors but the entire Lago organization.

These Supervisors will now in turn play an important role in the changes occurring in the organization.

"The main purpose of the First Line Organization Improvement Training is to improve the management capabilities of the participants," said Robby Arends. Robby together with Marvin Dupersoy are Lago's Organization Improvement Facilitators in charge of the program.

In the three-day Phase I workshop, participants are presented with basic skills and techniques for assigning work to subordinates, solving job-related problems and teaching a job to subordinates.

Marvin, Robby and Bill Brenneman, Lago's Training and Organizational Development Section Head, explain the techniques and the class is then shown a video tape presenting each exercise individually. Angel Rojer, Henke Peters, Gerard Hofstijzer and Wilfred Scoop, First Line Supervisors who participated in a pilot First Line Supervisory course held during the Management II workshops earlier this year, are the role players on the video tapes.

After watching the "model" tapes, the participants are themselves video taped while practicing the skills. This is followed by critique sessions from the participants and the OIF's.

Participants get a chance to polish each of the skills through observation, practice and critique.

After the three-day workshop is completed comes the most important step in the process: applying and

(cont. on page 6)

## Feria di Seguridad tení na IOWUA, Esso Club

Pa bira mas conciente di seguridad fuera di trabow, Lago recientemente a tene diferente programa di Feria di Seguridad di Famia pa empleado y nan casá. Hopi hende a atende e programa di tres ora y mei cu a wordo tení na Club I.O.W.U.A. dia 16 y 18 di November y na Esso Club dia 23, 24, y 30 di November.

Frits Maduro di Industrial Hygiene/Safety Administration a informá e famianan riba e record di seguridad di e empleadonan. E publico tambe a haya un cantidad di avisonan practico tocante con pa prevení y paga candela for di Chin Harms, e Fire Chief di Lago. E programa a inclui algun film cortico riba varios aspecto di seguridad, manera un film di Disney tocante "Con pa haya un Accidente na Cas."

Despues di e presentacion un caha cu articulonan di "first aid" a wordo regalá na kada famia. Esaki a wordo sigí pa un buffet di snacks.

Aunque Lago a yega di uza varios metodo pa crea mas seguridad na trabow, manera lectura di seguridad, noticia di seguridad y poster, esaki ta di promer biaha cu Lago ta trata cu seguridad fuera di trabow ariba un escala asina grandi. Lago Safety Committee tin planea pa haci esaki un evento annual. (mira tambe pag. 4, 5)

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## Safety Fair held at IOWUA, Esso Club

To create a greater off-the-job safety awareness, Lago recently held several Family Safety Fair programs for employees and their spouses. Large crowds attended the three and a half hour program, held at the I.O.W.U.A. Club on November 16 and 18 and at the Esso Club on November 23, 24 and 30.

Frits Maduro of the Industrial Hygiene/Safety Administration informed the families on the off-the-job safety record of the employees. The public also received a wealth of practical advice on how to avoid and put out fires by Lago's Fire Chief, Chin Harms.

The program included some short films on various aspects of safety, such as a Disney film on "How to have an Accident at Home."

After the presentation a first aid kit was presented to every family. This was followed by a buffet of snacks. Although Lago has been using a variety of methods such as safety talks, safety newsletters and posters to create on-the-job safety awareness, this is the first time off-the-job safety is being tackled on a large scale. The Lago Safety Committee is planning to make this an annual event.

(see also pages 4, 5)

## Ganashi di Exxon den tercer trimestre

Exxon Corporation a anunciá su entrada neto pa e di tres trimestre di 1982 na \$1,070 miyon. \$1.23 pa accion, un rebaho di 0.5 por ciento di e \$1,075 miyon, \$1.25 pa accion, den e di tres trimestre di 1981.

Entrada bruto a suma na \$25,331 miyon den e ultimo trimestre, un rebaho di 8 por ciento for di e \$27,614 miyon den e di tres trimestre di e ultimo anja.

Cu e dollar Estado Unidense permaneciendo fuerte, tabatin un ganashi di \$175 miyon di traslado di divisa den e di tres trimestre di 1982. Den e di tres trimestre di 1981, tabatin perdida di traslado di \$16 miyon. Ganashi di operacion, cual ta exclui ganashi y perdida di traslado di divisa, y articulonan corporativo y financiero, a suma na \$945 miyon den e di tres trimestre di anja 1982, un rebaho di 26.9 por ciento.

Puntonan Sobresaliente	Tercer Trimester		Nuebe Luna	
	\$ Miyon	% Cambio	\$ Miyon	% Cambio
	1982	VS. 1981	1982	VS. 1981
Entrada neto	1,070	(0.5)	3,195	(29.0)
Ganashi di traslado di divisa	175	-	691	-
Ganashi di operacion	945	(26.9)	2,635	(34.1)
Gasto di capital y exploracion	2,543	(14.7)	8,087	(6.7)

## Promotions



Casper Rasmijn  
Section Head  
Controller's



Juan van der Biezen  
Process Foreman  
Process

## Exxon announces third quarter earnings

Exxon Corporation announced third quarter 1982 net income at \$1,070 million, \$1.23 per share, down 0.5 percent from \$1,075 million, \$1.25 per share, in the third quarter of 1981. Revenues totaled \$25,331 million in the latest quarter, down 8 percent from \$27,614 million in the last year's third quarter.

With continued strengthening of the U.S. dollar, there were foreign exchange translation gains of \$175 million in the 1982 third quarter. In the 1981 third quarter, there were translation losses of \$16 million. Operating earnings, which exclude the foreign exchange translation gains and losses, as well as certain corporate and financial items, totaled \$945 million in the third quarter of 1982, down 26.9 percent.

Highlights	Third Quarter		Nine Months	
	\$ Millions	% Change	\$ Millions	% Change
	1982	vs. 1981	1982	vs. 1981
Net Income	1,070	(0.5)	3,195	(29.0)
Foreign Exchange Translation Gains	175	-	691	-
Operating Earnings	945	(26.9)	2,635	(34.1)
Capital & Exploration Expenditures	2,543	(14.7)	8,087	(6.7)

# NEW FACES...



**Barbara Lee**  
Controller's



**George Lee**  
Controller's



**Mario Marchena**  
Technical



**Philip Fruth from ER&E**  
Mechanical



**Eli Yagor from ER&E**  
Technical



**Robert DiElsi from ER&E**  
Technical

## ...WELCOME

## Supervisors ta den accion cu MO

Te hasta 40 anja pasá, Supervisors di Lago a wordo duná entrenamento den'con pa haci un mihor trabow'. Maske cu e entrenamento ey a logra su propósito e tempo ey, metódonan nobo di entrenamento a wordo desaroyá cu tempo. Y e filosofía, contenido, y propósito di entrenamento a pasa door di hopi cambionan significante.

E "First Line Organization Improvement Training", di local Fase I a wordo iniciá na cuminzamento di November, ta un método di entrenamento moderno, hopi studiá y aceptá.

E ta parti di un concepto mas grandi cu ta encera un proceso di mehoracion di henter e organizacion. Como tal, e entrenamento actual no ta afectá solamente e First Line Supervisors cu ta participando sino tambe henter e organizacion di Lago. Awor Supervisors a yega na turno pa hunga un papel importante den e cambionan cu ta tumando lugar den e organizacion.

"E proposito principal di e First Line Organization Improvement Training ta pa mehora e capacidnan di gerencia di e participantenan," Robby Arends a bisa. Robby hunto cu Marvin Dupersoy ta Organization Improvement Facilitators (OIF's) di Lago encargá cu e programa.

Den e workshop di tres dia di Fase I, participantenan ta wordo presentá cu abilidad y técnicanan básico pa asigná trabow na subordinado, resolvé problemanan relatá na trabow y con pa instruí un trabow na subordinado.

Marvin, Robby y Bill Brenneman, Section Head di Training and Organizational Development di Lago, ta splica e técnicanan y despues e klas ta observá un videotape cu ta presentá cada ehercicio individualmente. Angel Rojer, Henke Peters, Gerard Hoftijzer y Wilfred Scoop, First Line Supervisors kende a participa den e curso di First Line Supervisors cu a wordo haci como prueba durante Management II na cuminzamento di anja, ta esnan cu ta hunga e diferente papelnan riba video tape.

Despues di observá e tape modelo, participantenan mes ta wordo grabá riba video mientras cu nan ta practicá nan ehercicio. Esaki ta wordo sigí pa sesion di crítica di e otro participantenan y e OIF's.

Participantenan ta haya un oportunidad pa refiná nan abilidad door di observacion, práctica y crítica.

Despues di e workshop di tres dia, ta sigi e paso mas importante den henter e proceso: aplicá y perfeccioná na trabow e conocimiento y abilidadnan adquirí.

Marvin tabata parece optimista riba e punto ey. "Mi ta kere cu nos por yama e entrenamento un exito te awor aki," ela bisa, "pasobra e participantenan tabata muestra hopi gana di aplicá local nan a siña y nan ta sinti hopi entusiasmo pa continuá cu e programa."

Segun Robby, e cu Marvin lo ofrecé e guia necesario na participantenan den nan aplicacion di abilidadnan na trabow.

Innocencio Petrochi, Coordinator di Mechanical Shops,  
(cont. riba pag. 6)



# FAMILY S

One would think that in the refinery, when working with sharp tools, heavy machinery, when climbing ladders, rooftops and tanks, when repairing equipment and when dealing with many other co-workers, a person would be more subject to accidents than when off-the-job, especially in the home.

Surprisingly enough, it is not so ....

In the past few years, Lago employees have suffered more accidents *off-the-job* than *on-the-job*. In the first nine months of 1982, the amount of off-the-job accidents was more than three times higher than the number of on-the-job accidents. Moreover, while only one of the on-the-job accidents was disabling, all of the 96 off-the-job accidents were considered disabling. In other words, the accidents that happened outside the refinery grounds were all of a serious nature, or at least required some treatment at home.

About 31% of the off-the-job accidents happened during some kind of sports activity. Over 10% were 'slip and fall' accidents, 8.3% were car accidents and 1% were burns. The remaining 49% include a variety of injuries, caused by lifting heavy objects, bumping into things, handling knives and many other causes.

Obviously, unsafe conditions can exist or be created almost everywhere.

A good start in avoiding or remedying unsafe conditions is through becoming aware of hazardous or potentially hazardous situations. And this is where the Family Safety Fair comes in. Hopefully, it has served its purpose. Even one accident is, after all, one too many.





# SAFETY FAIR

Lo ta lógico pa pensa cu den un refineria, na ora di traha cu herment scerpi, maquina pisá, na ora di subi trapi, dak y tanki, na ora di drecha equipo y ora cu mester trata cu hopi otro colega di trabow, un persona lo tin mas posibilidad di haya accidente, cu den oranan fuera di trabow, especialmente na cas.

Sorprendentemente, no ta asina .....

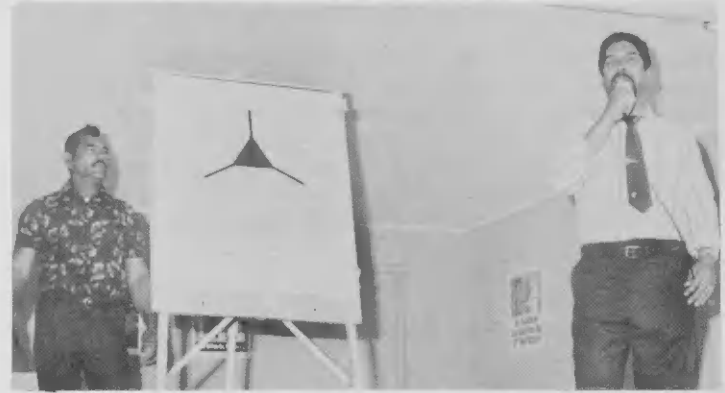
Den e ultimo añanan, empleadonan di Lago a haya mas accidente *fuera* di trabow cu *na* trabow. De e promer nueve lunanan di 1982, e cantidad di accidentenan fuera di trabow tabata mas cu tres biaha mas halto cu e cantidad di accidente cu a ocurrí na trabow. Ademas, mientras cu solamente un di e accidentenan na trabow tabata incapacitante, tur di e 96 accidentenan cu a sosode fuera di trabow tabata incapacitante. Cu otro palabra, e accidentenan cu a pasa fuera di refineria tabata serio, of por lo menos tabata requerí tratamiento na cas.

Mas o menos 31% di e accidentenan fuera di trabow a pasa durante algun actividad deportivo. Mas di 10% tabata accidente di 'slip y cai', 8.3% tabata accidente di auto y 1% tabata quemadura. E 49% cu ta resta ta inclui un variedad di heridanan, causá door di hisa obhetonan pisá, dal contra cos, tratamiento cu cuchui y hopi otro causanan.

Ta claro, cu condicionnan peligroso por existí of por wordo creá casi tur caminda.

Un bon comienzo den preveni of remediá condicionnan peligroso ta door di bira conciente di situacionnan peligroso of potencialmente peligroso. Y ta akinan e Feria di Seguridad pa Famia ta hunga un papel. A lo mehor, su proposito a ser realizá.

Despues de todo, te hasta ún accidente so, ta ún dimas.





The ladies of Seroe Colorado held a successful Holly Lane Bazaar last month at the Seroe Colorado Community Church. All items were handmade by the ladies, including the quilt above. "The bazaar was a community effort," commented Mrs. Kathleen Quinton. Acquired funds will be made available to the needy of Aruba. Above from left to right: Mrs. Jan Seldomridge, Mrs. Quinton and Mrs. Pat Adams.

### Supervisors den accion . . . *(cont. di pag 3)*

y un di e participantenan den e prome sesion cu a tuma lugar e anja aki, a expresá su evaluacion di e programa. "Mi tin sigur cu e programa lo resultá den un mihor comunicacion entre Supervisor y otro empleado. Door di aplica e abilidadnan, empleadonan lo haya mas confianza y e Supervisor en cambio por delegá mas responsabilidad na e subordinado. Esaki ta resultá den un mihor trabow." Y "mihor trabow" ta gran parti di e obhetivo di e programa aki.

Rey Wouter, Clean Oil Planner den Oil Movements and Shipping Division di Process Department, a bisa cu ela goza particularmente di e sesion di 'resolve problema.' "Den e sesion aki dos participante ta trata cu un problema, trese ideanan padilanti y busca solucion. Si e principionan aki wordo aplica na trabow, mi tin sigur cu elo logra."

Marvin y Robby a splica cu Fase I di First Line Supervisory Training lo wordo duna na tur 170 First Line Supervisors prome cu continuá cu Fasenan II y III. "E participantenan di e promer sesion a expresá e deseo pa e resto di grupo tambe bai door di e mesun fase prome cu nan continuá cu e siguiente fasenan. Ora cu tur hende a haya e mesun entrenamiento y ta aplicá e conceptonan na trabow, lo existí un mihor condicion di trabow," Marvin y Robby a expresá mutuamente.

E promer curso tení na cuminzamento di November tabatin 12 participante y tur e gruponan despues lo tin 12 pa 14 participante te ora cu e 170 First Line Supervisors (incluyendo Technicians) wordo cubrí. "Nos no kier yena e klasnan demasiado," Robby a comenta, "E idea ta pa duna tur participante e oportunidad di envolvé nan mes."

Consecuentemente, Fase I probablemente lo wordo completá banda di Maart 1983. Fase II lo wordo programá pa continuá den e tempo ey y lo por envolvé otro Second Line Supervisors como instructor.

Como contraste cu e entrenamiento organizará 30 of 40 anja pasá, e entrenamiento aki ta un continuacion di un serie de entrenamiento y programa di accion cu a wordo duna na gerencia di mas halto pabao.

Ta claro antó, cu e entrenamiento no solamente ta concerni e Supervisor individual y su ambiente inmediato. E ta parti di henter un programa pa mehora e Compania den su totalidad.

### Supervisors in action . . . *(cont. from page 1)*

perfecting the acquired knowledge and skills on the job. Marvin sounded optimistic about that step. "I think the training so far could be termed successful," he said, "because the participants sounded eager to apply what they learned and felt enthusiastic about continuing with the program." According to Robby, he and Marvin will be offering the needed guidance to participants in their on-the-job application of skills.

Innocencio Petrochi, Coordinator of the Mechanical Shops, and one of the participants in the first session held this year, expressed his evaluation of the program. "I'm sure the program will lead to better communication between Supervisors and other employees. By applying the skills, employees will gain more confidence and the Supervisors can in turn delegate more responsibility to the subordinate. This results in better work." And 'better work' is in great part, the objective of this program.

Rey Wouter, Clean Oil Planner in the Oil Movements and Shipping Division of the Process Department, said he particularly enjoyed the session on 'problem solving'. "In this session two participants tackle a problem, 'brainstorm' and then find solutions. If these principles are applied at work, I'm sure it will work out."

Marvin and Robby explained that Phase I of the First Line Supervisory Training will be given to all 170 First Line Supervisors before continuing on to Phases II and III. "The participants in the first session expressed the desire for the rest of the group to go through the same phase before they continue on to the next phase. When everybody has had the same training and applies the concepts at work, an improved work situation will exist," Marvin and Robby agreed.



The first course held in the beginning of November had 12 participants and every subsequent group will have 12 to 14 participants until the 170 First Line Supervisors (including Technicians) are covered. "We don't want to crowd the classes," commented Robby. "The idea is to give all participants a chance to get involved." Consequently, Phase I of the training probably will be completed around March of 1983. Phase II will be scheduled to continue about that time and may involve other Second Line Supervisors as instructors.

In contrast with the training organized 30 or 40 years ago, this training is a continuation of a series of training/action programs given from top management down. Obviously then, it does not only concern the individual Supervisor and his immediate environment. It is part of an overall program to improve the Company as a whole.

# Too much + too often = less health

Alcohol was never considered a taboo. The Good Book itself says that "a little wine can make the heart joyful". But there is a limit to what a person's body can safely handle, as anything running through the veins affects the body.

## *The amount of alcohol the body can handle*

A study conducted in France, concluded that women who take even one normal-sized alcoholic drink (10 grams of alcohol) on a daily basis are more likely to suffer from cirrhosis of the liver than are non-drinkers. This study also concluded that two drinks daily could have damaging effects on men. Other studies reported different figures.

Many authorities agree that a normal healthy adult can absorb and break down only one ounce of spirits, or two ounces of fortified wine, or four ounces of table wine or eight to 10 ounces of beer, in one hour. Some authorities says that two hours should be allowed. Different studies came up with different conclusions. How come? In the first place the studies were conducted with different groups of people, and every individual's capacity is different. Secondly, not everyone is healthy and that should be taken into serious consideration. To further understand the effects of alcohol on the different parts of the body, a little has to be known about cells and organic systems.

## *Effects of alcohol on the 'functional reserve'*

The cells and organic systems of the body have what is known as a 'functional reserve'. That is the extra capacity of the cells and organs, not normally in use, but available when the body is put under stress, such as through excessive alcoholic intake.

A cell enlarges when it is put under stress. If the stress is removed in time, the cell may gradually recover its normal size and function. If one continues to put the body under stress however, the cell will eventually burst and die. The individual only realizes he is sick when too many cells have been damaged or killed, and many parts of the body are affected.

## *Organ functions altered by alcohol*

The *liver*, the body's main detoxifier, is widely affected by excessive use of alcohol. It is hampered in neutralizing fumes, chemicals from food and water and from medicine. The liver's ability to contribute to the formation of red blood cells, coagulating factors and defense mechanisms against bacteria is reduced. Loss of energy, swelling of ankles, sexual impotence and abnormally swollen veins are only a few of the things caused by liver damage.

If the liver becomes diseased, the veins located where the *esophagus* enters the stomach expand and become thin walled, causing bleeding.

Large quantities and strong concentrations of alcohol restrain the secretion of gastric juices, causing inflammation of the *stomach*. The surface of the stomach secreting digestive juices deteriorates and the stomach muscles break down. Consequently, food does not get sufficiently mixed or chemically broken down, which often results in malnutrition.

Excessive drinking also results in hypertension and abnormal heart rhythms. When the heart cells enlarge *the heart* becomes bigger, the heart valves start functioning improperly, its muscle action weakens and the *blood circulation* is impaired. The body is deprived of proper nourishment, and toxins accumulate. When afflicted in this manner, the individual becomes prone to heart attacks and strokes.

Chronic bronchitis, pneumonia and tuberculosis are common *lung* complications when using alcohol excessively. In the *kidneys*, the blood vessels dilate, and excessive urine is discharged depriving the body of needed fluids.

Unlike what happens to all organs, the damage done to the *brain and nervous system* may be permanent. Brain scanners have shown that not only alcoholics but also social drinkers who drink more than they should, experience shrinkage of the brain. This is manifested in loss of memory, shakiness, lack of muscle coordination and it also has an adverse effect on the personality.

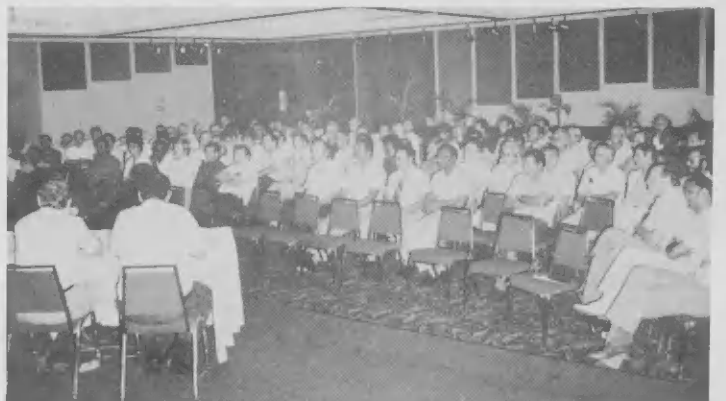
## *Moderation*

Yes, a little wine makes the heart joyful, but too much too often only causes illness and unsafe conditions. Moderation in taking alcohol, as with many other things in life, is an important consideration.



An Organization Improvement/Management II follow-up meeting was held at the Concorde Hotel ballroom November 18th to get updated on Organization Improvement efforts and Management II issues.

During the presentation Management stressed that Lago will continue with an increased emphasis on Organization Improvement and training to maintain its competitive edge in the industry in the future.







Den luna di November, Lago a provee un curso especial den preveni y combati candela pa estudiante di Aruba Hospitality Trades Training Center/Bushiri Beach Hotel. Instructornan tabata W.A. Crenshaw, Security Administrator di Lago y Chin Harms, Fire Chief di Lago, asisti pa miembronan di e seccion di paga candela. Ademas di discusion den klas e studiantenan tabatin e oportunidad di paga candela den veld.

## Demasiado hopi y frecuente ta resulta den menos salud

Alcohol nunca a wordo considera tabú. E Buki Santo mes ta bisa cu "un poco biña ta haci e curazon contento".

Pero tin un límite na e cantidad cu un curpa humano por tuma sin peligro, ya cu tur cos cu ta corre den venenan ta afectá e curpa.

### E cantidad di alcohol un curpa por wanta

Un estudio conduci na Francia a concluí cu hende muher cu tuma solamente un bebida alcoholico di tamaño normal (10 gram di alcohol) a base diario tin mas tendencia di sufri di cirrhosis di higra cu esnan cu no ta bebe. E estudio tambe a concluí cu dos bebida diario por tin efecto dañino riba hende homber. Otro estudionan ta reportá diferente estadística.

Hopi autoridad ta di acuerdo cu un adulto di bon salud por absorbá y digerí solamente un ons di alcohol, of dos ons di biña fortificá, of cuatro ons di biña di mesa of ocho pa diez ons di cerbes, den un ora. Algun autoridad ta bisa cu mester permití dos ora pa esaki.

Diferente estudio a yega na diferente conclusion. Con por ta?

Primeramente, e estudionan a wordo conduci cu diferente grupo di hende y cada persona tin un capacidad diferente. Na di dos lugar, no ta tur hende ta saludable, y mester tene bon cuenta cu esaki.

Pa compronde mihor e efectonan di alcohol riba e diferente partinan di un curpa mester tin un poco conocimiento di célula y sistemanan orgánico.

### Efecto di alcohol riba "reserva funcional"

Célula y sistemanan orgánico di e curpa tin locual ta ser yama "reserva funcional". Esey ta e capacidad extra di e célula y órganonan, cu normalmente no ta wordo uzá, pero cu ta disponibel pa ora cu e curpa ta bao presion causá, por ehempel, door di tuma demasiado alcohol. Un célula ta bira grandi ora e wordo poni bao presion. Si e presion wordo kitá na tempo, e célula gradualmente por recobrá su tamaño y funcion normal. Si sigi pone e curpa bao presion, e célula por rementá y muri eventualmente. Y e persona no ta realizá cu e ta malo te ora cu demasiado célula a wordo perhudicá of destruí, y hopi parti di su curpa a wordo afectá.

### Funcion di órgano alterá door di alcohol

E higra, cual ta e órgano principal di e curpa cu ta deshaci di veneno y su efectonan, ta wordo afectá hopi door di uzo excesivo di alcohol. E higra ta wordo strobá

di neutralizá huma, química di cuminda y awa y di medicina.

E higra su abilidad pa contribuí na e formacion di célula corá di sanger, factornan coagulante y mecanismo di defensa contra bacteria, ta wordo reduci. Falta di energia, hinchamento di enkel, impotencia sexual y hinchamento abormal di venenan, ta solamente algun di e cosnan causá pa daño na higra.

Si e higra dañá, e venenan cu ta localizá na unda e *esófago* ta drenta stoma ta engrandecé y su rand ta bira fini, causando asina dramamento di sanger.

Cantidad grandi y concentracion halto di alcohol ta restringi e secrecion di liquido gástrico, causando inflamacion di *stoma*. E superficie di e stoma cu ta laga liquidonan digestivo pasa, ta deteriorá y e musculonan di stoma ta sufri colapso. Consecuentemente, cuminda no ta wordo mezclá suficientemente of digerí químicamente, locual hopi biaha ta resultá den malnutricion.

Bebemento dimás ta resultá den presion halto di sanger y ritmo abnormal di curazon. Ora cu e célulanan di *curazon* crece, y e curazon bira mas grandi, e válvulanan di curazon ta cuminda traha malo, su accionnan muscular ta debilitá y e *circulacion di sanger* ta wordo strobá. E curpa no ta haya nutricion necesario y veneno ta acumula. Ora un hende wordo afectá di e manera aki, e ta bira vulnerabel pa ataque di curazon of batimento di curazon.

Bronquitis crónico, pulmonía y tuberculosis ta complicacionnan di *pulmon* cu ta sosode hopi ora cu un hende ta uza demasiado alcohol. Den e *riñon*, arterianan ta bira grandi, y demasiado urina ta wordo descargá, privando e curpa di liquidonan necesario.

Al contrario di locual ta sosode cu e organonan ey, e daño cu ta wordo haci na e *cerebro* y e *sistema di nervio* por ta permanente. Un aparato cu ta explorá cerebro, yamá "brain scanner", a mustra cu no solamente alcoholiconan sino tambe hendenan cu ta bebe mas cu nan por wanta na ocasion social, ta experienciá un reduccion den tamaño di cerebro. Esaki ta visibel den fayó di memoria, falta di coordinacion muscular y tambe efectonan negativo riba personalidad.

### Moderacion

En berdad, un poco biña ta regocihá e curazon, pero demasiado den cantidad y frecuencia solamente ta causa malesa y condicionnan peligroso.

Moderacion den tuma bebida alcoholico, manera hopi otro cos den bida, ta un consideracion importante.